Sectt. II-27—104,006—4-11-49.

Development (195) Department.

No. SERIES.

G.O. NO. 5774

Dated 21—11—51

Despatched

Superr.

[Despatch Abstract.]

Acts. Madras Shops and Establishments Act, 1947 - The Popular Insurance Co. Ltd., Mangalore. Approved under Section 34(2)(f) of the ~~Act~~

Grams: POPULAR

Phone: 21

THE POPULAR INSURANCE COMPANY LTD.

Head Office MANGALORE India

(Estd. 1929)

Ref. 10958 · P.S.C. [illegible]

POPULAR BUILDINGS
Post Box No. 34
MANGALORE 1

September 10, 1951.

The Secretary to the Govt. of Madras,
Fort St. George, MADRAS.

THROUGH The Commissioner for Labour, Govt. of Madras,
MADRAS.

Dear Sir,

MADRAS SHOPS & ESTABLISHMENTS ACT

Under the Staff Insurance and Gratuity Scheme of this Company, members of the Staff are granted life assurance policies from Rs.1,000 to Rs.2,000 at only 50% of the premiums actually payable.

At the end of each month, each staff member pays his portion of the premium, while the Company bears the balance of 50% of the said premium.

We are informed by the Assistant Inspector of Labour, II Circle, Mangalore, that permission to deduct the premium payable by each staff member from his salary is required under Sec.34(2)j of the above Act.

Kindly grant us the exemption applied for herein. This Company is registered under the Indian Companies Act 1913, as also under the Insurance Act 1938. Policies of the Company are taken out by Government, District Board and Municipal Employees, and the rates and conditions of these policies have been certified by a qualified actuary and accepted as such by the Controller of Insurance.

Any particulars wanted in this connection will be gladly furnished. Thanking you,

Yours faithfully,

MANAGING DIRECTOR

G.O. No. Ms 3512 Dev 2
30/7/51.

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Fl. 58628/51

Office of the
Chief Inspector of Factories, Chepauk,
Madras.5. D/ 20-10-1951

Encl (Three)

From

Sri C. G. Reddi,
Commissioner of Labour and Chief
Inspector of Factories, Madras.

2/10/51

115210
25/10/51

To

The Secretary to Government,
Development Department,
Fort St. George, Madras.

Sir,

Sub: Madras Shops and Establishments Act 1947 - The Popular Insurance Co.,Ltd., Mangalore - Staff Insurance and Gratuity Scheme of the Company - Approval of - Under Section 34 (2) (j).

P3 below
Pp. 2-8 below
P5 below

A copy of letter Ref. 10958 dated 10-9-51 received from the Popular Insurance Co.,Ltd., Mangalore, addressed to the Government through me and a copy of the Rules of the Staff Insurance and Gratuity Scheme of the said Co., with a copy of letter No.11677 dated 25-9-51 of the company to me are enclosed. It is reported that there are no rules of service for the employees of this company and that it is not obligatory to have services Rules for the employees of the Company under the Insurance Act or under any

2

other enactments. As the Staff Insurance and Gratuity Scheme of this company for its employees is in order, I request that the Government may be pleased to accord approval to the said scheme under Section 34 (2)(j) of the Madras Shops and Establishments Act 1947.

1/2

For Chief Inspector of Factories
and Commissioner of Labour.

Grams: POPULAR

Phone: 217

THE POPULAR INSURANCE COMPANY LTD.

Head Office MANGALORE India

(Estd. 1929)

REF. 11677 Ref

POPULAR BUILDINGS
Post Box No. 34
MANGALORE 1

September 25, 1951.

The Chief Inspector of Factories,
Chepauk, MADRAS.

Dear Sir,

Madras Shops & Establishment Act 1947 - Our Staff Insurance and Gratuity Scheme - approval under Section 54(2)(j) of the Act - Your letter F.1.58628/51 of 17.9.51

With reference to your above communication, we enclose herein THREE copies of the Rules of our Staff Insurance and Gratuity Scheme.

The other points sought in your said letter are detailed below:

1. All the 21 confirmed members have joined the scheme. The number of members in the scheme prior to the Madras Shops and Establishment Act 1947 was 16. The number after the Act is 5 (total 21).

2. Joining the scheme is compulsory - except in the case of those members whose age next birthday exceeds 50 years at the time of the confirmation of their services.

3. The total monthly deduction (based on the current month) is Rs.89- 4- 0 only.

We have no rules of service for our employees. Usually members of the staff are taken on probation for three or six months and are confirmed thereafter if their services are satisfactory.

We trust the information will enable you to give us the exemption sought. Thanking you.

Yours faithfully,

MANAGING DIRECTOR

THE POPULAR INSURANCE COMPANY LIMITED
Head Office MANGALORE India

STAFF INSURANCE AND GRATUITY SCHEME *

THE STAFF INSURANCE AND GRATUITY SCHEME (hereinafter referred to as the Scheme) is introduced for the benefit of the confirmed employees (hereinafter referred to as the Members) of THE POPULAR INSURANCE COMPANY LIMITED (hereinafter referred to as the Company) in lieu of a Provident and/or Pension Fund. It is subject to the following rules which may from time to time be modified or altered by the Company without adversely affecting the commitment to the existing Members of the Scheme.

RULES

(A) INSURANCE:

1. Every Member shall be assured under an Endowment Assurance Policy of the Company with an Endowment Term of Twentyfive years.

2. Where a Member has a continued period of service in the Company prior to 31st August 1944, the Endowment Term of his Policy will be reduced by the nearest integral number of years of service put in by him as on 31st August 1944 i.e. the 25 years' Term less the number of years of service.

3. The minimum compulsory Sum Assured for Peons (including Attenders) and other Clerks (including Senior Assistants and Officers) shall be Rs.600 and Rs.1,000 respectively. The maximum corresponding sum assured is fixed for the time being at Rs.1,000 and Rs.2,000 respectively excluding any reversionary or guaranteed Bonus additions.

4. The Endowment Table and Plan is left to the selection of the individual Member and may be under the With, Without or Guaranteed Profit Endowment Tables.

5. No medical examination of the Members shall be necessary, but the Company reserves the right to call for satisfactory medical evidence of health where any Member subscribes himself to a Sum Assured exceeding the minimum herein stipulated.

6. All Policies shall be written on Head Office account and no commission or remuneration whatever is to be paid to the individual Member or other Representative of the Company.

7. The premiums on the Policies shall be payable monthly. No extra premium will be charged for such monthly payments and no deductions will be made to recover the unpaid monthly premiums to cover the Policy year current at death of the Member while in service with the Company.

8. The Company shall contribute fifty per cent. of the premiums payable under their respective Policies.

9. The contribution of the Members shall be fifty per cent. of the premiums payable under their respective Policies.

10. The contribution of the Members shall be deducted out of their respective monthly salaries. Corresponding contributions of the Company shall also be made every month.

11. All Policies under this Scheme shall be absolutely and unconditionally assigned to the Company and the Company shall give the individual Member a written acknowledgement of the assignment pertaining to his Policy.

12. In the event of the dismissal of any Member from the employment of the Company, the outgoing Member shall be entitled to receive only the amount which represents his contribution towards the premiums on His Policy. Further, the Company shall treat the Policy of the outgoing Member as surrendered to the Company for a value corresponding to the contributions of the dismissed Member.

13. In the event of the resignation or a Member, the outgoing Member shall have his Policy re-assigned to him by the Company. Thereafter, the outgoing Member shall have the option to continue the Policy by paying the entire premiums himself or to exercise any of the Policy privileges contained in the original Policy issued on his life under this Scheme.

14. Where a Policy matures for payment while the Member is still in the employ of the Company, the Sum Assured with Bonus additions, if any, shall be kept in fixed deposit in a Scheduled Bank by the Company on behalf of the Life Assured under the matured Policy.

(B) GRATUITY:

15. Subject always to the rules of this Scheme, every Member who has been in continued service of the Company for a period of not less than twelve years, will be entitled on his death while in the employ of the Company or on his retirement from the service of the Company, to a gratuitous payment of half-month's salary for every complete year's service with the Company.

16. For the purpose of arriving at the amount of gratuity payable by the Company monthly salary shall mean the average salary (including dearness allowance if any) drawn by the Member on 30th June in each of the five years immediately preceding the death or retirement.

17. The Gratuity shall not be paid to any Member whose services have been terminated by the Company on grounds of official mis-conduct or moral turpitude.

(C) GENERAL:

18. Every Member shall nominate a person or persons to receive the benefits of this Scheme in the event of his death while in the employ of the Company and a receipt from such nominee or nominees will be valid and conclusive discharge for the Company. A written acknowledgement of the nomination shall be given by the Company to every Member.

19. With the exception of salary advances, no amount may be deducted or adjusted by the Company out of the monies payable to the Members or their nominees at the time of settlement.

20. The Scheme shall be compulsory in its application to all confirmed employees of the Company and shall come into operation as from 1st August 1944.

21. For the time being, it is applicable only to the Members employed at the Head Office of the Company.

MANAGING DIRECTOR .
POPULAR INSURANCE COMPANY LIMITED

Dft dated 15/11/51

109/21/11

9/ Dev (P III) Dept

Sub: Acts - Madras Shops and Establishments Act, 1947 - ~~Staff Insurance and Gratuity Scheme of the~~ Popular Insurance Co., Ltd. Mangalore Approved ~~of the Company~~ Under Section 34 (2) (J) - ~~Granted~~

Read: From the C. of L. letter no. F1. 58628/51 dated 20-10-51

G.O. Ms. no. = 5774 dated. 21.11.51

Under Section 34 (2) (J). of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), His Excellency the Governor of Madras hereby directs that the Popular Insurance Company Ltd., Mangalore, shall be an approved insurance company for the purposes of the said Section.

Compd 22/11

To The C. of L.
Copy to S.F.
Cpy added to SP
B 1/12

B 27/11/51.

RS 24.11.51.

30/11/51

31/1

Dev (P III) Dept.

[115210 P III/51]

Sub: Acts - Madras Shops and Establishments Act, 1947 - Staff Insurance and Gratuity Scheme of the Popular Insurance ~~Scheme~~ Co., Ltd., Mangalore - Approval under Section 34(2)(J) of the Act.

Ref: From the C. of I. letter no. F1. 58628/51 dated 20-10-51.

Under Section 34(2)(J) of the Madras Shops and Establishments Act, 1947, deductions from the wages of a person employed shall be made only for payments to co-operative ~~societies~~ approved in this behalf by the State Government or to a scheme of insurance maintained by the Indian Post Office or by any insurance company approved in this behalf by the State Government. The Commissioner of Labour has forwarded a copy of the rules of the Staff Insurance and Gratuity Scheme of the Popular Insurance Co., Ltd., Mangalore for its employees and requests that the Scheme may be approved under Section 34(2)(J). It is also stated that there are no rules of service for the employees of the above Co., and that it is not obligatory to have service rules for the employees of the Company under the Insurance Act or under any other enactments.

It is submitted that Section 34(2)(J) contemplates the approval of the names of insurance companies for its purpose and not the scheme of insurance which they may have. It therefore appears sufficient if the name of the Popular Insurance Co., Ltd., Mangalore is approved under Section 34(2)(J), so as to enable it

P.T.O

115210 Pm/51
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10/11

~~for deductions for payments~~ to make deductions from the wages of its employees to the Scheme for orders.

Subject to orders, a draft order is submitted for approval.

Legal may see before circulation

B
27.10.51.

PS
27-10-51

31/10/51

31/10

Legal.

ASSISTANT SECRETARY TO GOVT. DEVELOPMENT DEPARTMENT

1 NOV 1951

115210 Pm/51

31/10/51-1

Legal (Scrutiny) Dept.

The draft notification is in order.

6/11/51

Dept

ASSISTANT SECRETARY 18848 1-NOV 1951 LEGAL DEPARTMENT

Dev(PIII) 121095

Notes from page 1. above may be read.

The draft order below may now issue.

B
7.11.51

8/11/51

5/11/51

13/11

N.O.L.L.R.

SECRETARY TO GOVERNMENT 15 NOV 1951 DEVELOPMENT DEPARTMENT

[Issued as G.O. Ms no 5774 Dev dated 21-11-51]